

## St Michael's Anti Bullying Policy



**I came so that you may have life, life in all its fullness" John 10:10**

**St Michael's Catholic Primary School is a Catholic family of faith following the teachings of Christ. We strive to create an environment where all members of our school community respect the values of: Church, Independence, Resilience, Caring, Learning and Enjoyment for all. Belief in these values will nurture all as individuals and instil in them the confidence to meet their full potential, providing them with the best grounding for their future place in an ever changing world.**

At St Michael's RCP and Nursery, we have high expectations of behaviour and strive to ensure that children are educated in a caring, Christ-centred community where all are valued and treated equally. We acknowledge that bullying can take place in any school and we believe that our pupils have a right to feel safe and happy in school.

### **What is Bullying?**

In the DfE pack, "Action Against Bullying", bullying is defined as:

The wilful, conscious desire to hurt or threaten or frighten someone else. To do this, the bully has to have some sort of power over the victim, a power not always recognisable to a teacher.

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

The pupils at St Michaels's understand that bullying is "several times on purpose" and that it is not one off incidents that occur as part of play.

### **Bullying can be:**

- Emotional
- Being unfriendly, excluding and tormenting (e.g. hiding books and threatening gestures).
- Physical Pushing, kicking, hitting, punching or any use of violence.
- Racist Racial taunts, graffiti, gestures etc.
- Verbal Name-calling, sarcasm, spreading rumours, teasing.
- Text and e-mail
- Sexist (Gender based)

When two children have a quarrel, which may or may not develop into a fight, this *is not* bullying.

Children do quarrel and "break up" with their friends. When we speak of bullying, we are speaking of a number of incidents over a period of time, where one child is or feels hurt, threatened or frightened by another.

## **Aims**

Our aims are that we will:

- Prevent any form of bullying which is totally unacceptable
- Provide a safe and secure environment where all can learn without anxiety
- Ensure that pupils understand what bullying means
- Ensure that pupils feel supported and confident to confide appropriately
- Deal with bullying promptly, sensitively, consistently and effectively
- Present and/or reduce pupil stress so they can do their best
- Help bullies to stop bullying
- Ensure that each class has appointed an “anti-bullying champion” through mutual agreement with the children and class teacher

## **Procedures for Dealing with Bullying**

We recognise our duty of care for all children and that prevention is better than cure so we will:

- Be vigilant for signs of bullying.
- Ensure that pupils are always supervised.
- Observe children’s play patterns, noting children who appear isolated.
- Encourage children to report all incidents of bullying to the class teacher or Anti Bullying Champion, who may in turn refer the incident of bullying to the Head teacher.
- Investigate all reports of bullying fully and openly.
- Use the curriculum to raise awareness of bullying to help pupils develop strategies to combat it.
- We will use class discussion, drama and assembly themes to raise these issues.
- Use “Jigsaw” as part of the curriculum.
- Provide opportunities for pupils to express their concerns i.e. Worry boxes, Anti Bullying Champions
- Provide training opportunities for staff, especially Midday Meal Supervisors, to help them deal with these issues.

St. Michael’s RC Primary school as a Catholic and caring community has a duty to ensure that all members of the community are protected against bullying, harassment and racist incidents occurring in the first place.

This is the responsibility of all governors, teachers, support staff, parents/carers and pupils. The following strategies are in place:

### **Governors must:**

- Become familiar with the school’s current position on anti- bullying, harassment and equal opportunities.
- Attend training opportunities for governors on these issues.
- Support the Head teacher in establishing appropriate mechanisms for monitoring incidents.
- Establish a clearly communicated mechanism by which parents can communicate concerns with the school and to the governors. Such concerns should receive an adequate response.

### **Teachers must:**

- Ensure that they know the content of the school's equal opportunities and anti-bullying policies.
- Ensure that they know and follow the agreed policy for discipline and behaviour.
- Have regular opportunities for whole class or small group discussion, where the topic of bullying is raised and all pupils should be encouraged and supported to give their views and express their feelings. It is important to establish a climate and atmosphere where it is safe and acceptable to "tell".
- Regularly remind the Anti bullying champion of what the procedures are for telling and reporting suspected bullying, checking in with the champion on a regular basis as a means of communication
- Open and check the worry box daily
- Intervene when incidents are observed outside and inside the classroom so that pupils do not feel unprotected during particular parts of the day.

### **Support Staff must:**

- Ensure that they know the content of the school's equal opportunities and anti-bullying policies.
- Ensure that they know and follow the agreed policy for discipline and behaviour.
- Intervene in any incident around the school and record what happened into the incident book which will then be passed onto the class teacher/ Head Teacher if necessary.
- Remain calm and avoid getting into confrontations with pupils.
- Keep a watch out for pupils who may be vulnerable and try to involve them in games with the other children.

### **Pupils must:**

- Value pupil difference and treat other people with respect.
- Be alert to any incidents of bullying, especially in places where there may be less adult supervision such as in the playground, the toilets etc. Always report these incidents to an adult in the school immediately.
- Report any incidents to the Anti- Bullying Champion or place any worries into the Worry box which will be checked daily.
- Provide good role models to peers in regard to behaviour and conduct towards others in our school community.

### **Parent/Carers must:**

- Be aware of opportunities offered for formal and informal meetings between themselves and the school.

- To inform either the Head Teacher or class teacher of any changes in the home circumstances of a child which may influence a change in behaviour in school. This will be handled in confidence.
- To discuss school incidents at home and to encourage children to share feelings and anxieties, discussing issues relevant to friendships and relationships both in and out of school.

**Action to be taken if an incident of bullying has been uncovered.**

- Once an incident has been reported and following investigation that concludes that the incident is bullying, the matter will be escalated to the Head teacher
- She will speak to the alleged victim of the bullying in the presence of another adult but away from the alleged perpetrator.
- She may decide to speak to other children who may have witnessed the incident as part of the investigation, again this would be in the presence of an adult
- The Head teacher will then see the alleged bully on their own but with an adult present to ascertain all the facts.
- A decision will be made and a resolution sought.
- The parent of the victim and the parent of the bully will be asked to come into school to speak to the Head teacher so that she can appraise them of the situation
- A sanction, (in addition to informing the parents of the bully), may or may not be enforced depending on the severity of the incident
- Sanctions enforced could be isolation from the other children i.e. An internal exclusion for a fixed period of time with permanent exclusion as the worst case scenario
- The incident and investigation would be recorded in writing and inserted into the bullying log which is kept securely by the Head teacher
- A follow up meeting with the victim of the bullying will be undertaken

**In summary**

It must be remembered that there is always a reason why a child bullies another- whilst both sides of the story will be sought it may be appropriate to seek the help of other agencies to support the alleged bully and their family